2020/2021 Annual Enrollment Benefits Information – Wichita SPEEA-WTPU Employees

Annual Enrollment for benefits is right around the corner (May 4 through May 14). This year, Spirit is having a passive enrollment. While most of your current elections will roll over into the 2020/2021 plan year, your FSA and HSA will not carry over and there are other items you may wish to review.

You are only required to enroll for 2020/2021 benefits if you want to:

- Make changes to your current coverage, such as select a different medical plan;
- Receive Spirit’s contributions and make your own contributions to a Health Savings Account (HSA);
- Contribute to a Flexible Spending Account (FSA); and/or
- Add, change or remove your covered dependents.

Per the collective bargaining agreement, you will be given the opportunity to elect to participate in the Concierge Primary Care (CPC) network on the Green, Blue or Orange plan; however, the yellow plan will no longer be available. You will also see a significant HSA contribution if you elect the Green, Blue or Orange plan.

The Lifestyle Based Premium Discount will no longer be available, effective July 1, 2020. Going forward, all employees will make the same contributions for medical coverage regardless of the completion of Lifestyle Based Premium incentives.

Spirit is committed to our partnership to build the physical, financial and emotional well-being of our employees through a wellness program that is motivating and valuable. We will continue to offer Healthy Spirit programs throughout the year and all employees will still have access to the Health Advocate site, which also features a cost estimator for medical procedures.

You will receive more information about your healthcare coverage prior to the beginning of Annual Enrollment, May 4. If you have any questions, our benefits team is here to help you. Visit www.myspiritbenefits.com or contact benefits@spiritaero.com for more information.

Contact: GRP Benefits